



NATIONAL ACADEMIES Sciences
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Unequal Treatment Revisited

A Workshop Series: Part 1

July 12, 2023 • 11:00 AM - 3:30 PM EST
July 13, 2023 • 11:00 AM - 1:00 PM EST

*Unequal Treatment Revisited:
The Current State of Racial and Ethnic Disparities in Health Care*

*A Workshop Series: Part 1 Briefing Book
July 12-13, 2023*

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Consensus Study on Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

A Workshop Series: Part 1

July 12, 2023; 11:00am - 3:30pm ET

July 13, 2023; 11:00am - 1:00pm ET

WEDNESDAY, JULY 12, 2023

11:00 AM **Welcome and Introductory Remarks**

Georges Benjamin, Committee Co-chair

11:10 AM **SESSION 1: Racial and Ethnic Inequities in Health Care: Patient and Family Perspectives**

Co-Moderators:

Vincent Guilamo-Ramos, Duke University

Reginald Tucker-Seeley, ZERO-The End of Prostate Cancer

Objective:

- To examine the major developments over the past two decades that have contributed to current racial and ethnic health care inequities, examine the impact of racial and ethnic inequities among patients and families, and explore how families can be leveraged to reduce racial and ethnic health care inequities.

Racial and Ethnic Health Care Inequities: What Have We Learned in the Past Two Decades?

- David Williams, *Harvard University*

Panelists:

- **Child and Adolescent Health Care Perspective**

- Tina Cheng, *Cincinnati Children's Research Foundation; Cincinnati Children's Hospital*

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- **Maternal Health Care Perspective**
 - [Kimberly Seals Allers](#), *Narrative Nation, Inc.*
- **Mental Health and Substance Use Perspective**
 - [Valeria Chambers](#), *Health Equity Research Lab*
- **Adulthood and Aging Perspective**
 - [Carl Hill](#), *Alzheimer's Association*
- **Disability Perspective**
 - [Vivian Haun](#), *Disability Rights California*
- **Sexual and Gender Minorities Perspective**
 - [Jose Bauermeister](#), *University of Pennsylvania*

Discussion with Panelists and Audience Q&A

1:00 PM **BREAK**

1:30 PM **SESSION 2: Racial and Ethnic Inequities in Health Care: Clinician and Health Organization Perspectives**

Co-Moderators:

Monica Peek, The University of Chicago Pritzker School of Medicine
Paul Tang, Stanford University

Objective:

- To understand the roles of clinicians and health care organization leaders in contributing to or mitigating racial and ethnic inequities in health care. This will include clinicians' roles in front-line delivery of health care, as health system leaders, in national clinician organizations, in regulatory roles, and others.

Structural Inequities within the Health Care System

- [Camara Jones](#), *Morehouse School of Medicine; King's College London*

Panelists:

- **Nursing Perspective**
 - [G. Rumay Alexander](#), *American Nurses Association, University of North Carolina at Chapel Hill*
- **Physician Perspective**
 - [Aletha Maybank](#), *American Medical Association*

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- **Federally Qualified Health Centers Perspective**
 - Michael Griffin, *Ascension DePaul Services of New Orleans; Marillac Community Health Centers*
- **Integrated Health Care System Perspective**
 - Andrew Bindman, *Kaiser Permanente*
- **Professional and Regulatory Perspective**
 - Jonathan Perlin, *The Joint Commission*
- **Primary Care Perspective**
 - Alicia Fernandez, *University of California San Francisco; Priscilla Chan and Mark Zuckerberg San Francisco General Hospital*

Discussion with Panelists and Audience Q&A

3:20 PM **Closing Remarks and Wrap-Up**
Jen DeVoe, Committee Co-chair

3:30 PM **ADJOURN**

THURSDAY, JULY 13, 2023

11:00 AM **Welcome and Recap of Day 1**
Jen DeVoe, Committee Co-chair

11:10 AM **SESSION 3: Roundtable Discussion: Racial Ethnic Inequities in Health Care: Community Experiences**
Co-Moderators:
Ruth Shim, University of California, Davis School of Medicine
Margarita Alegria, Massachusetts General Hospital; Harvard Medical School

Objective:

- To examine how communities are addressing racial and ethnic inequities in healthcare access, utilization, and quality of care, and discuss how promising approaches can be replicated and scaled.

Panelists:

- **Building Community Power**
 - Denise Rodgers, *Rutgers, The State University of New Jersey*

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- **Community-Based Participatory Research**
 - Chau Trinh-Shevrin, *NYU Langone Health*
- **Indigenous Health Equity Perspective**
 - Virginia Hedrick, *California Consortium for Urban Indian Health*
- **Asian-American Perspective**
 - Megan Cheung, *Greater Boston Chinese Golden Age Center*
- **Immigrant Health Perspective**
 - Juan Prandoni, *El Futuro*
- **Mental Health Equity for Black Communities**
 - Yolo Akili Robinson, *Black Emotional and Mental Health Collective*

Discussion with Panelists and Audience Q&A

12:50 PM **Closing Remarks and Wrap-Up**
Georges Benjamin, Committee Co-chair

1:00 PM **ADJOURN**

**Unequal Treatment Revisited:
The Current State of Racial and Ethnic Disparities in Health Care**

Statement of Task

An ad hoc committee of the National Academies of Sciences, Engineering, and Medicine will examine the current state of racial and ethnic healthcare disparities in the U.S. This work will include support for the infrastructure and activities required to update the 2003 Unequal Treatment report. The update will highlight the major drivers of healthcare disparities, provide insight into successful and unsuccessful interventions to reduce disparities, identify gaps in the evidence base, and propose strategies to close those gaps. The committee will consider ways to scale and spread effective interventions to reduce racial and ethnic disparities in health care and make recommendations to advance health equity.

NASEM will conduct a scoping review of the literature on racial and ethnic healthcare disparities in the years since the Unequal Treatment report (2003-2022). This task will also provide a comprehensive status update on the implementation of the IOM report recommendations, as well as whether specific healthcare disparities have improved, remained the same, or worsened. The topics will include but are not limited to:

- Societal factors such as bias, racism, discrimination, intersectionality, stereotyping and intersectionality at the individual (clinical and non-clinical staff), interpersonal, institutional, and health system levels.
- Technology factors, such as bias in diagnostic tools and algorithms used in clinical practice and decision-making, and variability in access to broad band internet and other telecommunication technologies, as well as digital inequality
- Geographic factors, such as variability in the social determinants of health, language and English proficiency, and access to both social services, (including those not directly related to health care), language, and health care services for acute and chronic conditions in different communities
- Policy factors, such as federal and state laws and regulations and public health programs
- Health care factors, such as the coverage and design of health plans, institutional or clinic-based access, and the demographic and specialty profile of the clinical workforce
- The impact of clinical training and education in perpetuating disparities, and ways to improve training, enhance cultural competency, and diversify the health care workforce.
- The committee will also consider ways to scale and spread effective interventions to reduce racial and ethnic disparities in health care.

The review and summary of findings will focus on the Office of Management and Budget (OMB) defined racial and ethnic groups, report disaggregated findings where possible (e.g., by country of origin or national heritage). The literature review should also:

- Incorporate evidence on racial and ethnic disparities in healthcare measured by access, utilization and quality of care given that major advancements related to healthcare policy (e.g., ACA), demographic shifts, and public health emergencies (e.g., COVID-19) have differentially impacted people from racial and ethnic groups and may have exacerbated disparities.
- Examine healthcare disparities across the spectrum of healthcare settings with an emphasis on primary care in the continuity outpatient setting but also including specialty outpatient care, emergency or urgent care, and hospital care.
- Examine racial and ethnic healthcare disparities across the lifespan (e.g., between racial and ethnic minority children and older adults compared with their White counterparts and the relationship between adverse childhood experiences [ACEs] and how these pathways develop into health disparities in later life).
- Determine the interventions that have been most effective at the local, state, and federal levels for reducing racial and ethnic disparities in healthcare using the intervention strategies outlined in the previous report as a guide.
- Identify the institutional, community based, or community engaged approaches that have addressed racial and ethnic disparities in healthcare access, utilization and quality of care and quantify those with the most positive impact.
- Determine the community engaged research approaches that are most replicable and scalable.

Drawing on this detailed literature review, and supplemented by public input, the committee will apply its expert judgment in order to develop recommendations with a focus on advancing health equity.

Committee on Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

Committee Members

Georges C. Benjamin, M.D., is a well-known health policy leader, practitioner, and administrator. He currently serves as the Executive Director of the American Public Health Association (APHA), the nation's oldest and largest organization of public health professionals. At APHA, he serves as the publisher for the *American Journal of Public Health*, the *Nation's Health Newspaper* and APHA Press, the associations book company. Dr. Benjamin has published several articles on public health ethics, Covid-19, and health equity, and is nationally known for his contributions. He is board-certified in internal medicine, a Master of the American College of Physicians, a fellow of the National Academy of Public Administration, and a fellow emeritus of the American College of Emergency Physicians. Dr. Benjamin serves on several nonprofit boards such as Research!America, the Truth Foundation, the Environmental Defense Fund, Ceres, and the Reagan-Udall Foundation. Dr. Benjamin is a former Secretary of Health for the state of Maryland. He is also a former member of the National Infrastructure Advisory Council, a council that advises the President on how best to assure the security of the nation's critical infrastructure. He is a graduate of the Illinois Institute of Technology and received his M.D. at the University of Illinois College of Medicine. Dr. Benjamin has chaired or co-chaired several National Academies' convening activities. He was previously the chair of the National Academies' Division Committee for the Health and Medicine Division. He is a member of the National Academy of Medicine.

Jennifer E. DeVoe, M.D., DPhil., is a practicing family physician and health services researcher based in Portland, Oregon. She is the John and Sherrie Saultz Professor and Chair of the Department of Family Medicine at Oregon Health & Science University (OHSU). In her role as chair, she oversees nearly 250 faculty, 100 resident physicians, and several large primary care clinics. Dr. DeVoe also serves as the inaugural director of OHSU's Center for Primary Care Research and Innovation and is the co-Principal Investigator of the Building Research in Implementation & Dissemination to Close Gaps and Achieve Equity in Cancer Control Center. She and her team were early pioneers in leveraging electronic health records in health disparities research. She conducts a portfolio of research evaluating natural experiments that impact access to primary care, and she studies community-based interventions that aim to reduce health disparities. Dr. DeVoe earned her MPhil and DPhil degrees in economic and social history from Oxford University and her M.D. from Harvard Medical School. She completed her family medicine residency at OHSU. Dr. DeVoe previously chaired the 2018-19 National Academies' Committee on Vibrant and Healthy Kids: Aligning Science, Practice, and Policy to Advance Health Equity and served as a member of the 2020-21 Committee on Implementing High-Quality Primary Care: Rebuilding the Foundation of Health Care. She is a member of the National Academy of Medicine.

Margarita Alegria, Ph.D., is the Chief of the Disparities Research Unit at Massachusetts General Hospital, the Harry G. Lehnert, Jr. and Lucille F. Cyr Lehnert Endowed Chair at the Mass General Research Institute, and a Professor in the Departments of Medicine and Psychiatry at Harvard Medical School. From 2002-2015 she was the Director of the Center for Multicultural Mental Health Research at Cambridge Health Alliance. Dr. Alegria has published several articles on improving health care services delivery for diverse racial and ethnic populations. Her research focuses on the improvement of health care services delivery for diverse racial and ethnic populations, conceptual and methodological issues with multicultural populations, and ways to bring the community's perspective into the design and implementation of health services. She is currently the Principal Investigator of three National Institutes of Health-funded research studies. Dr. Alegria was recently a member

of the Robert Wood Johnson Foundation's National Commission to Transform Public Health Data. She was the recipient of the 2020 Rema Lapouse Award for Achievement in Epidemiology, Mental Health, and Applied Public Health Statistics from the American Public Health Association. She obtained her B.A. in Psychology from Georgetown University and her Ph.D. from Temple University. Dr. Alegria is currently co-chair of the National Academies' Forum on Mental Health and Substance Use Disorders and serves as a member of the Division Committee for the Behavioral and Social Sciences and Education. She previously served as a member of the Committee on the Mental Health Workforce for Geriatric Populations and the Committee on Standardized Collection of Race-Ethnicity Data for Healthcare Quality Improvement. She is a member of the National Academy of Medicine.

John Zaven Ayanian, M.D., M.P.P., is the Alice Hamilton Distinguished University Professor of Medicine and Healthcare Policy and the Inaugural Director of the Institute for Healthcare Policy and Innovation at the University of Michigan. His research focuses on access to care, quality of care and health equity. He leads a multi-disciplinary team conducting the federally authorized evaluation of the Healthy Michigan Plan, which has expanded Medicaid to one million adults in Michigan. Dr. Ayanian has published extensively on health and healthcare disparities. He is the founding editor in chief of *JAMA Health Forum*. He is a member of American Society for Clinical Investigation and Association of American Physicians. He is a Master of the American College of Physicians. He has received the John Eisenberg National Award for Career Achievement in Research from the Society of General Internal Medicine and the Distinguished Investigator Award from AcademyHealth. He earned his AB degree in history and political science from Duke University, MD from Harvard Medical School, and MPP from the Harvard Kennedy School. He completed residency and fellowship training in primary care internal medicine at Brigham and Women's Hospital and a post-doctoral fellowship in health services research at the Harvard School of Public Health. Dr. Ayanian has served as a member on numerous National Academies' committees including the Committee on Accounting for Socioeconomic Status in Medicare Payment Programs, Committee on A National Surveillance System for Cardiovascular and Select Chronic Diseases, and Committee on Guidance for Designing a National Health Care Disparities Report. He is a member of the National Academy of Medicine.

Elaine E. Batchlor, M.D., M.P.H., is the Chief Executive Officer of MLK Community Healthcare, a state-of-the-art, CMS 5-star-rated hospital and health system that provides care to 1.3 million residents of the medically underserved community of South Los Angeles. In this role, as well as in her previous position as Chief Medical Officer for LA Care, the nation's largest public insurance plan, Dr. Batchlor has devoted her career to reducing health disparities and expanding health care quality and access for the most vulnerable communities. Her first-hand observations of the people, policy and payment challenges to health equity have been widely published, including in *Health Affairs*, *The Atlantic*, *The Washington Post*, *The Los Angeles Times* and more. Her innovative efforts to address provider shortages, payment inequities, and other structural and environmental obstacles to health earned her the James Irvine Foundation Leadership Award, and the Partners in Care Vision and Excellence in Healthcare Leadership Award. An internist and rheumatologist by training, Dr. Batchlor received her M.D. from Case Western Reserve University School of Medicine and M.P.H. from UCLA Fielding School of Public Health. She is a member of the National Academy of Medicine.

Darrell J. Gaskin, Ph.D., M.S., is the William C. and Nancy F. Richardson Professor in Health Policy and Director of the Hopkins Center for Health Disparities Solutions in the Department of Health Policy and Management at the Johns Hopkins Bloomberg School of Public Health. Dr. Gaskin is a health services researcher and health economist and has published extensively on health and healthcare disparities. He is internationally recognized for his contribution. He seeks to identify and understand how contextual factors influence access to care, quality of care and health outcomes for minority, low socioeconomic status, and other vulnerable populations. His research strives to develop and promulgate policies and practices that address the social determinants of health and promote equity in health and well-being. He is a research associate of the

National Bureau of Economic Research. He serves on the Congressional Budget Office Panel of Health Advisors and the Board of Directors of the American Society of Health Economists. Dr. Gaskin has served in leadership roles in AcademyHealth, the American Public Health Association, the National Academy for State Health Policy, and the National Economics Association. He is a member of Maryland Department of Health's Advisory Committee on Minority Health, the Maryland Health Equity Policy Committee, Health Affairs' Health Equity Advisory Committee, and the National Institute of Neurological Disorders and Stroke Health Disparities Steering Committee. He is a 2019 recipient of the Presidential Early Career Award for Scientists and Engineers. Dr. Gaskin has a Ph.D. in public health economics from the Johns Hopkins University. He holds a M.S. in economics from the Massachusetts Institute of Technology, and a B.A. in economics from Brandeis University. He has served as a member of numerous National Academies committees including the Committee on Rising Midlife Mortality Rates and Socioeconomic Disparities, and the Committee on Valuing Community-Based, Non-Clinical Prevention Policies and Wellness Strategies. He is a member of the National Academy of Medicine.

Valarie Blue Bird Jernigan, Dr.PH, M.P.H., is Professor of Rural Health and Medicine and Director of the Center for Indigenous Health Research and Policy at Oklahoma State University Center for Health Sciences. Dr. Jernigan has been the Principal Investigator or Co-Investigator on more than 10 NIH-funded trials to improve food systems and health in Indigenous communities. She led the National Heart, Lung, and Blood Institute-funded THRIVE study, the first randomized trial of healthy makeovers in tribally-owned convenience stores, the National Institute on Minority Health and Health Disparities-funded FRESH study, a farm-to-school intervention to support healthy eating patterns among Native American children, and a newly launched tribal community supported agriculture study to promote sustainable changes to the food environment and health in Osage Nation. Dr. Jernigan is the PI for the Center for Indigenous Innovation and Health Equity, funded by the Office of Minority Health, which supports community-based initiatives to restore traditional food systems and practices in American Indian, Alaska Native, and Native Hawaiian communities. Dr. Jernigan is a citizen of the Choctaw Nation of Oklahoma. She received her doctorate in public health from the University of California, Berkeley, and completed a postdoctoral fellowship in cardiovascular disease prevention at Stanford University. Dr. Jernigan was a member of the National Academies' workshop planning committee on Health Equity Approach to Obesity Efforts.

Thomas A. LaVeist, Ph.D., is the Dean and Weatherhead Presidential Chair in Health Equity at the School of Public Health & Tropical Medicine at Tulane University. His career has been dedicated to understanding the causes of inequity in health and its potential solutions Dr. LaVeist is also the director and executive producer of *The Skin You're In*, a documentary series that discusses racial health inequities. He is also author of six books including *Minority Population and Health: An introduction to health disparities in the United States* (the first textbook on health disparities). As an award-winning research scientist, Dr. LaVeist has received the "Innovation Award" from National Institutes of Health, the "Knowledge Award" from the U.S. Department of Health and Human Services. He received his B.A. in sociology from the University of Maryland Eastern Shore, his M.A. in sociology from the University of Michigan, and his Ph.D. in medical sociology from the University of Michigan. He is a member of the National Academy of Medicine.

Monica E. Peek, M.D., M.P.H., MSc., is the Ellen H. Block Professor of Health Justice at the University of Chicago, the Associate Vice-Chair for Research Faculty Development at the University of Chicago Department of Medicine, the Executive Medical Director of Community Health Innovations, Associate Director of the Chicago Center for Diabetes Translation Research, and the Director of Research/Associate Director of the MacLean Center for Clinical Medical Ethics. She is a health services researcher, bioethicist, and internist focused on health equity. Dr. Peek's research focuses on promoting equitable doctor-patient relationships among racial minorities, integrating medical and social needs of patients, and addressing discrimination and structural racism that impact health outcomes. She has published extensively on social determinants of health,

health disparities, and health care education. She has served on the National Advisory Council of AHRQ, the National Executive Council of the American Diabetes Association, the National Council of the Society of General Internal Medicine, and the International Board of Directors for Physicians for Human Rights. She is currently a consultant to CMEO Outfitters, where she provides health equity education to health providers. Dr. Peek received her M.D. from Johns Hopkins University School of Medicine, completed her residency at Stanford University Hospital, received her M.P.H from Johns Hopkins University School of Hygiene & Public Health, and her M.Sc. from the University of Chicago. Dr. Peek was a planning committee member of the National Academies' workshop series on Evolving Crisis Standards of Care and Lessons from COVID-19. She is a member of the National Academy of Medicine.

Vincent Guilamo-Ramos, Ph.D., M.S.N, M.P.H, FAAN., is Dean and Bessie Baker Distinguished Professor of the Duke University School of Nursing, Vice Chancellor for Nursing Affairs, Duke University, and Director of the Center for Latino Adolescent and Family Health. Dr. Guilamo-Ramos is a nurse practitioner dually licensed in primary care and psychiatric-mental health nursing. His research focuses on improving healthcare access, quality, and outcomes for Latinos and other populations experiencing structural adversity, with a focus on mitigating the mechanisms through which the social determinants of health (SDOH) shape health inequities. Dr. Guilamo-Ramos' research has been federally funded for over two decades by NIH and various other agencies. He has published extensively in leading peer-reviewed scientific and health journals, including *The Lancet Infectious Diseases*, *JAMA Pediatrics*, *Pediatrics*, and the *American Journal of Public Health*. In addition, Dr. Guilamo-Ramos and his CLAFH colleagues have developed and applied a novel framework and toolkit for SDOH mitigation (www.DUSONTrailblazer.com). He serves as a member of the HHS Presidential Advisory Council on HIV/AIDS, the HHS Panel on Antiretroviral Guidelines for Adults and Adolescents, the CDC/HRSA Advisory Committee on HIV, Viral Hepatitis and STD Prevention and Treatment. Dr. Guilamo-Ramos received a PhD in Social Welfare from SUNY Albany, an MSN degree from Duke University, and MPH, MSW, and MS degrees from New York University.

Brian Rivers, Ph.D., M.P.H., is the Director of the Cancer Health Equity Institute and Professor of Community Health and Preventative Medicine at the Morehouse School of Medicine. Dr. Rivers is nationally and internationally recognized as a thought leader in health disparities research. Dr. Rivers' research portfolio has endeavored to expand the application of population-based intervention science to address cancer health disparities in clinical and community-based settings, utilizing multi-level, multi-domain, and multi-sectoral approaches, such as novel technological platforms and iterations of the Patient Navigation model. Dr. Rivers has presented his novel and innovative research findings in diverse settings including the First Congress on Oncology Clinical Trials (Lagos, Nigeria), Movember International Prostate Cancer Consortium (Queensland, Australia), The Atlantic Magazine, The People vs Cancer, South by Southwest (SXSW) conferences, and the National Press Foundation. Dr. Rivers is an active member in the American Association for Cancer Research (AACR) community and serves in several leadership capacities, such as the steering committee for the inaugural AACR Cancer Disparities Progress Report, Chairperson for AACR Minorities in Cancer Research Council, Conference Co-Chair for the 11th AACR Conference on Cancer Health Disparities, and Co-Chair for the AACR Think Tank on Cancer Health Disparities. Dr. Rivers also serves as Co-Chair for the Georgia Cancer Control Consortium (GC3), a state-funded entity responsible for developing the state's cancer plan and maintaining the cancer prevention and control infrastructure. Dr. Rivers is a retired member of the National Advisory Council on Minority Health and Health Disparities of the National Institutes of Health. Dr. Rivers holds a Ph.D. in health behaviors from the University of Alabama at Birmingham School of Public Health, M.P.H. in social and behavioral sciences from the Morehouse School of Medicine, and a B.S. in Biology, from Vanderbilt University.

Sara Rosenbaum, J.D., is Professor Emerita of Health Law and Policy at the Milken Institute School of Public Health, George Washington University, where she previously held the Harold and Jane Hirsh Professorship and served as founding Chair of the School's Department of Health Policy. She has devoted her career to advancing the health of medically underserved populations. She has served on numerous governmental and other committees, including the Centers for Disease Control and Prevention (CDC) Director's Advisory Committee and the CDC Advisory Committee on Immunization Practice. She was appointed by Congress as a founding Commissioner of Congress's Medicaid and CHIP Payment and Access Commission (MACPAC), which she chaired from January 2016 through April 2017. Professor Rosenbaum is the recipient of many honors and awards, among which are the National Academy of Medicine's Adam Yarmolinsky Medal, the American Public Health Association Executive Director Award for Service, and the Association of Schools and Programs of Public Health Welch-Rose Award for Lifetime Contributions to the Health of the Public. Professor Rosenbaum also is a past recipient of GW's Trachtenberg Prize for Research. She received her J.D. from Boston University Law School, and her B.A. in American studies from Wesleyan University. She is a member of the National Academy of Medicine.

Ruth S. Shim, M.D., M.P.H., is the Luke & Grace Kim Professor in Cultural Psychiatry in the Department of Psychiatry and Behavioral Sciences at the University of California, Davis, and Associate Dean of Diverse and Inclusive Education at the University of California, Davis School of Medicine. Dr. Shim is an expert on mental health equity, structural racism in medicine, and diversity, equity, and inclusion in academic medicine. She is co-editor of the books, "*The Social Determinants of Mental Health*" and "*Social (In)Justice and Mental Health*" and serves on the Editorial Boards of *Psychiatric Services*, *JAMA Psychiatry*, *Community Mental Health Journal*, and *American Psychiatric Publishing*. She is a member of the Board of Trustees of the Robert Wood Johnson Foundation. She received an MPH in health policy from Rollins School of Public Health at Emory University and an MD from Emory University School of Medicine. Dr. Shim is currently an at-large member of the National Academies' Forum on Mental Health and Substance Use Disorders, and served as a member of the Committee on the Science of Changing Behavioral Health Social Norms.

Kosali Simon, Ph.D., an economist, is a Distinguished Professor and Herman Wells Professor at Indiana University, Bloomington, O'Neill School of Public and Environmental Affairs where she is also an O'Neill Chair, and the Associate Vice Provost of Health Sciences for the campus. Dr. Simon studies impacts of state and federal health policies on health and related outcomes and disparities among at-risk populations, and has spoken at conferences and other professional venues on the effects of federal and state policies on pharmaceutical and related markets. She has published research on racial equity and inequity in healthcare, specifically related to cancer treatment, opioid use disorder, and Covid-19. She is editor of *Journal of Health Economics (JHE)*, and co-editor of *Journal of Human Resources*. Dr. Simon is a member of the US Congressional Budget Office's panel of health advisors. She is President-elect of the American Society of Health Economists (ASHEcon). Dr. Simon received her Ph.D. in Economics from the University of Maryland. She currently serves on the National Academies' Roundtable on Population Health Improvement. She is a member of the National Academy of Medicine.

Paul C. Tang, M.D., M.S., is an Adjunct Professor in the Clinical Excellence Research Center at Stanford University and an internist at the Palo Alto Medical Foundation (PAMF). He was formerly chief innovation and technology officer at PAMF and vice president, chief health transformation officer at IBM Watson Health. He has over 25 years of executive leadership experience in health information technology within medical groups, health systems, and corporate settings. Dr. Tang was co-chair of the federal Health Information Technology Policy committee from 2009-2017. He has served as board chair for several health informatics professional associations, including the American Medical Informatics Association. He received his B.S. and M.S. in electrical engineering from Stanford University and his M.D. from the University of California, San Francisco. He has served on numerous National Academies' committees and previously chaired the committee that

produced the *Patient Safety: A New Standard for Care* report and *Key Capabilities of an Electronic Health Record System* report. He is a member of the National Academy of Medicine.

Reginald Tucker-Seeley, ScD., is the Vice President of Health Equity at ZERO-The End of Prostate Cancer. In this role, he leads the development and implementation of ZERO's health equity strategy to reduce racial/ethnic and place-based disparities in prostate cancer. Prior to joining ZERO, he was the inaugural holder of the Edward L. Schneider chair in gerontology and Assistant Professor in the Leonard Davis School of Gerontology at the University of Southern California (USC). Prior to joining USC, he was an Assistant Professor of Social and Behavioral Sciences at DFCI and HSPH. Dr. Tucker-Seeley's research has focused on social determinants of health across the life course, such as the association between the neighborhood environment and health behavior; and on individual-level socioeconomic determinants of multi-morbidity, mortality, self-rated physical, mental, and oral health. His research has also investigated the association of financial hardship with health across the cancer continuum from prevention to end-of-life care. Dr. Tucker-Seeley has a longstanding interest in the impact of health policy and social policy on racial/ethnic minorities and across socioeconomic groups. He has experience working on local and state level health disparities policy, and has developed, and taught courses focused on measuring and reporting health disparities. Dr. Tucker-Seeley was a Robert Wood Johnson Health Policy Fellow with a placement in the United States Senate. He currently serves as a board member at the American Board of Internal Medicine Foundation and at the National Patient Advocate Foundation/Patient Advocate Foundation. He is also the chair-elect of the Health Equity and Outcomes Committee of the American Society of Clinical Oncology. Dr. Tucker-Seeley completed an M.A. and Sc.D. in public health (social and behavioral sciences) at the Harvard T.H. Chan School of Public Health (HSPH) and a postdoctoral fellowship in cancer prevention and control at HSPH and the Dana-Farber Cancer Institute. He co-chaired the National Academies' workshop planning committee on Promoting Health Equity in Cancer Care, and currently serves as a member of the Roundtable on the Promotion of Health Equity.

Consuelo Hopkins Wilkins, M.D., MSCI, is Senior Vice President and Senior Associate Dean for Health Equity and Inclusive Excellence, Vanderbilt University Medical Center. Dr. Wilkins is a nationally recognized physician-scientist leader in health equity research focused on integrating social, cultural, and environmental factors into clinical and translational research. Throughout her career, Dr. Wilkins has led local and regional centers focused on the elimination of systemic inequities that disproportionately impact minoritized racial and ethnic groups including two NIH-funded centers addressing disparities in African Americans and Hispanic/Latinx populations. She is a member of the American Society of Clinical Investigation. She is a recipient of the prestigious Marion Spencer Fay Award. She earned a B.S. in microbiology and M.D. from Howard University. Dr. Wilkins completed Internal Medicine Residency at Duke University Medical Center; Geriatric Medicine fellowship at Washington University School of Medicine/Barnes-Jewish Hospital and a Master of Science in Clinical Investigation from Washington University School of Medicine. Dr. Wilkins is a member of the National Academy of Medicine.

SPEAKERS BIOSKETCHES



G. Rumay Alexander, Ed.D, MSN, BSN, RN, FAAN
American Nurses Association; University of North Carolina at Chapel Hill

Dr. G. Rumay Alexander, noted Presenter and Consultant, is currently a Professor in the School of Nursing, Assistant Dean of Relational Excellence at the Adams School of Dentistry and formerly the Associate Vice-Chancellor for Diversity and Inclusion/Chief Diversity Officer of the University of North Carolina at Chapel Hill. At the end of 2019, she completed her presidency of the National League for Nursing: the national voice for nursing education which has over 40,000 nurse educators and 1200 schools of nursing.

In February of 2021, she became the American Nurses Association's Scholar-In-Residence and advises the National Commission to Address Racism in Nursing and a year later the Senior Equity Advisor. She is a board member of The Leapfrog Group, a nonprofit watchdog organization that serves as a voice for health care consumers and purchasers and the nation's premier advocate of transparency in health care. Included in her nursing career are appointments to several transformative healthcare initiatives addressing diversity, equity, and inclusion like the Commission of Workforce for Hospitals and Health Systems of the American Hospital Association (over 500,000 copies of the report have been distributed nationally and internationally), the Tri-Council of Nursing, and the National Quality Forum's steering committee which developed the first national voluntary consensus standards for nursing-sensitive care. As the Senior Vice President for Clinical and Professional Services at the Tennessee Hospital Association and their first vice president of color, she designed and executed one of the nation's first minority health administrators' program, Agenda 21, which exists to this day. As a result, over 250 minority health care executives are serving and stewarding healthcare in the nation. Her passion for equity of opportunity and penchant for holding courageous dialogues to steward and promote human flourishing is evident in all her encounters and characteristically describes her as a prophetic and caring leader.



Kimberly Seals Allers
Narrative Nation, Inc.

Kimberly Seals Allers is an Award-winning Journalist, Five-time Author, international speaker, strategist, and advocate for maternal & infant health. A former senior editor at ESSENCE and writer at FORTUNE magazine, Kimberly is a leading voice on the racial and socio-cultural complexities of birth, breastfeeding, and motherhood. She is the founder of Irth, a new "Yelp-like" app for Black and brown parents to address bias and racism in maternity and infant care. Kimberly also created Birthright, a podcast about joy and healing in Black birth that centers on positive Black birth stories as a tool in the fight for birth justice and

reverses the narrative of negative statistics common in mainstream media coverage of Black maternal health.



José Bauermeister, MPH, PhD
University of Pennsylvania

Dr. José Bauermeister is the Founding Faculty Director of the Eidos LGBTQ+ Health Initiative at the University of Pennsylvania. He is also the Albert M. Greenfield University Professor of Human Relations, Chair of the Department of Family and Community Health in the School of Nursing and Psychiatry at the Perelman School of Medicine. José is an Aspen Institute's Health Innovators Fellow, and a member of the Aspen Global Leadership Network. José received his bachelor's degree from the University of Puerto Rico, and his graduate degrees in public health from the University of Michigan. His work focuses on synergizing systems-level interventions, community engagement, digital strategies, and clinical innovations to optimize the health and well-being of LGBTQ+ communities. Over the past 20 years, Jose has conducted extensive research on the unique health challenges faced by sexual and gender minority communities.

Currently, José is the lead investigator of several clinical trials, including a digital life skills program for sexual minority adolescent men, and a social support platform focused on addressing stigma for Black and Latinx sexual and gender minority adolescents and young adults. José has led projects funded by the NIH, CDC, Ford Foundation, MAC AIDS Fund, HopeLab, and Herb Ritts Foundation. He has published over 250 peer-reviewed publications. José is a member of the NIH Sexual and Gender Minority Research Working Group and served as a co-author of the National Academies of Sciences, Engineering and Medicine consensus report: Measuring Sex, Gender Identity, and Sexual Orientation. He is a member of the editorial boards of the American Journal of Community Psychology, Journal of Community Psychology, Archives of Sexual Behavior, AIDS Education & Prevention, Annals of LGBTQ Public and Population Health, and Journal of Youth & Adolescence.



Andrew Bindman, MD
Kaiser Permanente

Dr. Andrew Bindman is the Executive-Vice President and Chief Medical Officer for Kaiser Permanente. He is responsible for driving superior quality and equitable health outcomes through the integration of quality innovation, care delivery, data analytics, and research in collaboration with the Permanente Medical Groups. He is also Kaiser Permanente's executive sponsor for the Kaiser Permanente Bernard J. Tyson School of Medicine. Prior to joining Kaiser Permanente, Dr. Bindman spent more than 30 years on the faculty at the University of California, San Francisco where he practiced and taught clinical medicine while conducting research on health access and outcomes that resulted in more than 200 published scientific articles. He also served as the Director of the Agency for Healthcare Research and Quality in 2016-2017. Dr. Bindman is a graduate of Harvard College and the Mount Sinai School of

Medicine. A board-certified general internist, he completed his residency in internal medicine at UCSF and was a Robert Wood Johnson Foundation Clinical Scholar at Stanford University. He is an elected member of the National Academy of Medicine and the Association of American Physicians.



Valeria Chambers, EdM, CAS, CPS
Cambridge Health Alliance

Valeria Chambers (she/her) is the Founder of Black Voices: Pathways4Recovery, a state-wide advocacy and leadership support network for Blacks and African Americans. She has used her lived experience as a person in recovery as a Certified Peer Specialist trainer and facilitator in the mental health peer support arena for the past 18 years. In addition to her work at the Lab, she is a Peer Consultant at the Center of Excellence for Psychosocial and Systemic Research, MGH and an Educational Consultant &

Trainer for MA Bureau of Substance Abuse Services. Valeria continually looks for ways to include and amplify voices that often go unheard due to institutional and systemic racism and oppression. She is a 2020/2021 Fellow at the CHA Center for Mindfulness and Compassion, where she is researching ways to help make mindfulness practices more culturally relevant for Blacks in recovery who have been unimpressed so far, by their experiences of it, while also looking at ways people may have already come up with their own practices. Her goal is to help increase access to trauma-informed, culturally responsive mental health connections for Black Indigenous People of Color (BIPOC) via peer support, advocacy, and community-based participatory action research to inform mental health services.



Tina L. Cheng, MD, MPH
Cincinnati Children's Hospital Medical Center

Dr. Tina L. Cheng is the B.K. Rachford Professor and Chair of Pediatrics, University of Cincinnati College of Medicine, Director of the Cincinnati Children's Research Foundation, and Chief Medical Officer at Cincinnati Children's Hospital Medical Center (CCHMC). She was previously Chair of Pediatrics and Pediatrician-In-Chief at Johns Hopkins

University. Dr. Cheng's clinical work, teaching, research, and advocacy focus on child, adolescent, and family perspectives on improving health, community-integrated models to interrupt the intergenerational cycle of disadvantage, and innovation to achieve excellent and equitable health outcomes. For 15 years, she co-led the National Institutes of Health-funded DC-Baltimore Research Center on Child Health Disparities, the only center focused on children. Dr. Cheng has established enduring care delivery programs and innovation centers including founding Generations Program in 1994, an expanded teen tot model, at Children's National Medical Center and co-founding the Johns Hopkins Rales Center on the Integration of Health and Education and Johns Hopkins Center for Salud/(Health) and Opportunity for Latinos (Centro SOL). At Cincinnati Children's she has helped establish the Michael Fisher Child Health

Equity Center and the Mental and Behavioral Health Institute and oversees a department and research foundation with over 850 faculty and 5,100 clinical and research staff.

Dr. Cheng has been the principal investigator on numerous federal and foundation grants. As a leader in policy and education, she has led initiatives to strengthen investments in all children, adolescents, and families as well as develop the next generation of diverse child health researchers. She led the American Academy of Pediatrics' (AAP) "*Seven Great Achievements in Pediatric Research*" campaign and wrote successful legislation in Maryland leading to maternal child health named as a state population health priority. As past president of the Academic Pediatric Association (APA) and Chair of the AAP Committee on Pediatric Research, Cheng has held numerous leadership roles in organizations including the AAP, APA, Association of Medical School Pediatric Department Chairs, and Children's Hospital Association. She has been recognized with the AAP Education Award, Job Lewis Smith Award for Community Pediatrics, and the APA Public Policy and Advocacy Award.

Dr. Cheng graduated from Brown University's 7-year Program in Medicine and completed her pediatrics residency and chief residency at the University of California, San Francisco and San Francisco General Hospital. Cheng received her master's degree in public health in epidemiology from the University of California, Berkeley. She completed her preventive medicine residency at UC Berkeley and her fellowship in academic general pediatrics at the University of Massachusetts. She is an elected member of the National Academy of Medicine and also serves on the Forum for Children's Well-Being. She was on the National Academy of Science, Engineering and Medicine committee on "*Addressing the Long-Term Impact of the COVID-19 Pandemic on Children and Families*" and is co-leading the study on "*Improving the Health and Wellbeing of Children and Youth through Health Care System Transformation*".



Megan Cheung, MSW, LICSW, RN
Greater Boston Chinese Golden Age Center

Megan Cheung is the Associate Director/Clinical Director at the Greater Boston Chinese Golden Age Center (GBCGAC). She oversees the Adult Day Health programs, Social Services, and health promotion programs. Her long-term commitment is to provide culturally appropriate services to Chinese-speaking elders so that they can maintain the highest quality of life and comfort for as long as possible. She has many years of experience of working in health care, primarily with the geriatric population. Prior to working at

GBCGAC, she has worked in home care, rehabilitation centers, and nursing homes. She was a consultant for several rehabs and nursing homes for over 10 years. She earned a master's degree in social work and a Nursing Degree from Washington University. She is the President of the Chinese Women Association of New England and board members of the Massachusetts Adult Day Services Association & the Chinese Consolidated Benevolent Association of New England.



Alicia Fernandez, MD

University of California, San Francisco

Dr. Alicia Fernandez is the Professor of Medicine at UCSF, a General Internist at Zuckerberg San Francisco General Hospital, and Associate Dean of Population Health and Health Equity for UCSF SOM. She is the founding Director of the UCSF Latinx Center of Excellence, a HRSA and UCSF funded initiative to increase academic diversity. Dr. Fernandez directs the Latinx and Immigrant Health Research Program at the UCSF Center for Vulnerable

Populations, which generates actionable research to increase health equity and reduce healthcare disparities.



Michael G. Griffin, MSPH, DSc

DePaul Community Health Centers

Dr. Michael G. Griffin is leading innovation in health care locally by improving patient outcomes and the patient experience. As dual President and CEO of Ascension DePaul Services of New Orleans (ADS) and President and CEO of Marillac Community Health Centers—Griffin runs a non-profit health care organization that has a 180-year history of service to the greater New Orleans region of Louisiana and rural Arkansas. Ascension Health is the largest non-

profit health system in the United States, and Marillac Community Health Center/DePaul Community Health Centers (DCHC) is Louisiana’s largest Federally Qualified Health Center. Since his appointment in 2008, Griffin has provided strategic direction for the non-profit health care organization, expanding patient care from one to ten health centers, twenty-three school based health sites, and four mobile medical and dental units in communities of high need serving over 50,000 residents in the New Orleans Metropolitan area. Under Griffin’s visionary leadership, DCHC has achieved the highest-level designation for quality standards of direct patient care by the National Committee for Quality Assurance (NCQA) each year since 2009. The health care organization was also named one of United Healthcare’s Centers of Excellence, garnering a \$9.8 million award for the provision of the highest quality coordination of care and preventive services. In addition, the Robert Wood Johnson Foundation recognized DCHC as one of 30 primary health care practices selected nationwide as an “exemplary model of workforce” as part of the Learning from Effective Ambulatory Practices (LEAP) project.

Over his career, Griffin has become an expert and leading voice in the field of patient centered care and quality, as well as envisioning health care design and excellence into the future. Griffin served as the board chair of the local coalition of safety-net providers and testified to the US Congress, Energy and Commerce committee to receive over \$200 million for health care recovery after Hurricane Katrina. He has served on the health care transition teams for Louisiana Governor John Bel Edwards, and New Orleans Mayors Mitchell J. Landrieu and LaToya Cantrell. Griffin also serves on the national advisory board for United HealthCare and is a frequent lecturer an advisor for several Colleges and Universities. Prior to DCHC, Griffin served as an administrator of the University of Alabama at Birmingham’s Center for Health Promotion in Birmingham. He has also served as Executive Director at the Coordinated Health

System of Jefferson County, Inc. in Birmingham, Griffin has also served as operations manager at Seton Healthcare Network of Hospitals in Austin, Texas; administrative fellow at Daughters of Charity-East Central Region/St. Mary's Health System in Evansville, Indiana; and administrative resident at St. Thomas Hospital in Nashville, Tennessee. He is a United States Army veteran and is proud to have served our country with a tour in Iraq during Operation Desert Shield/Desert Storm.



Virginia Hedrick

California Consortium for Urban Indian Health

Virginia Hedrick is the Executive Director for the Consortium for Urban Indian Health. She is an enrolled member of the Yurok Tribe of California and is also of Karuk descent. Her prior work includes chronic disease prevention, implementation, and policy impacts of the Affordable Care Act for California tribes, as well as health research. In addition, she serves on the Board of Directors for The California Wellness Foundation as well as the California Pan Ethnic Health Network. Virginia holds Bachelor of Arts degrees in Sociology and American Indian Studies from the University of California, Los Angeles, a Graduate Certificate in Maternal Child Health Epidemiology from the University of Arizona, and a Master of Public Health Degree from Drexel University.



Carl V. Hill, PhD, MPH

Alzheimer's Association

Dr. Carl V. Hill, is the Chief Diversity, Equity, and Inclusion Officer for the Alzheimer's Association, overseeing strategic initiatives to strengthen the Association's outreach to all populations, and providing communities with resources and support to address the Alzheimer's crisis. In this role, Dr. Hill is responsible for driving Association-wide messaging and mobilization efforts addressing systemic health inequities in treatment, clinical trials, and research. With support from the National Institute on Aging, Dr. Hill led the Association's work to convene the annual Promoting Diverse Perspectives: Addressing Health Disparities Related to Alzheimer's and All Dementias conference, which brings together researchers from around the world to examine disparities in dementia prevention, diagnosis, and treatment.

Dr. Hill also develops cross-functional partnerships with organizations to advance Alzheimer's and other dementia awareness efforts and to deliver disease education to those who are disproportionately impacted and underserved. As a result of his leadership, the Association has broadened its reach to previously underserved communities with over 30 national partners such as the Thurgood Marshall College Fund, National Indian Council on Aging, Omega Psi Phi Fraternity, Inc., National Black Nurses Association, National Association of Hispanic Nurses, African Methodist Episcopal Church, and the Buddhist Tzu Chi Foundation. In addition, under Dr. Hill's guidance, the Association has pursued innovative partnerships, such as collaboration

with GDavis Productions and Films to develop *“Unforgettable”*, a community-focused stage play that focuses on a family navigating Alzheimer’s disease and caregiving.



Vivian Haun, JD
Disability Rights California

Vivian Haun is a Senior Attorney in the Intellectual/Developmental Disabilities Practice Group at Disability Rights California. Vivian previously served as a special education policy analyst for the California Charter Schools Association, where she worked on implementation of the Competitive Integrated Employment Blueprint and advocated for person-centered transition and employment practices in schools. She also has a sibling with autism who has worked in an integrated setting with

the support of his Regional Center and the Department of Rehabilitation. She has a master's degree from Stanford University and a JD from UCLA School of Law.



Camara Phyllis Jones, MD, MPH, PhD
King’s College London

Dr. Camara Phyllis Jones is a Family Physician, Epidemiologist, and Past President of the American Public Health Association who is currently a Leverhulme Visiting Professor in Global Health and Social Medicine at King’s College London. Her work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of our nation and the world. Her allegories on "race" and racism illuminate topics that are otherwise difficult for many Americans to understand or discuss: that racism exists, racism is a system, racism saps the strength of the whole society, and we can act to dismantle racism. Dr. Jones taught six years as an Assistant

Professor at the Harvard School of Public Health, developing the school’s first course on “Race” and Racism, and served fourteen years as a Medical Officer at the Centers for Disease Control and Prevention (CDC), leading the development of the six-question Reactions to “Race” module for use on CDC’s surveillance systems.

As President of the American Public Health Association (2016), she launched the association on a National Campaign Against Racism that catalyzed the first of what are now 260 declarations by local jurisdictions across 41 US states and the District of Columbia that “Racism is a public health crisis.” She has since shared her expertise on “race”, racism, and anti-racism in extended residencies as a Radcliffe Fellow, Harvard University (2019-2020), Presidential Visiting Fellow, Yale School of Medicine (2021), and Presidential Chair, University of California, San Francisco (2021-2022), while continuing as an Adjunct Professor at the Rollins School of Public Health at Emory University and a Senior Fellow and Adjunct Associate Professor at the Morehouse School of Medicine. Dr. Jones earned her BA in Molecular Biology from Wellesley College, her MD from the Stanford University School of Medicine, and both her Master of Public Health and her PhD in Epidemiology from the Johns Hopkins Bloomberg School of Public Health. She also

completed residency training in General Preventive Medicine (Johns Hopkins) and in Family Medicine (Montefiore Medical Center). She is an elected member of the National Academy of Medicine, an elected member of the American Academy of Arts and Sciences, and a commissioner on the recently launched O’Neill-Lancet Commission on Racism, Structural Discrimination, and Global Health.



Aletha Maybank, MD, MPH
American Medical Association

Dr. Aletha Maybank is a Pediatrician and Preventive Medicine Physician, a Public Health Professional, and a Senior Vice President at the American Medical Association (AMA). As Chief Health Equity Officer, she is the founding leader for the AMA’s Center for Health Equity, and a recognized speaker, writer, and expert on health equity and racial justice. In these capacities, she is influencing the embedding of equity throughout the AMA Enterprise and across the healthcare ecosystem. Dr. Maybank uses her platform to make injustice visible across our health systems and country, with emphasis upon solutions that honor the legacy of our ancestors while preserving our desires for rest and joy. She has won numerous awards for her groundbreaking efforts.



Jonathan Perlin, MD, PhD, MSHA, MACP, FACMI
The Joint Commission

Dr. Jonathan Perlin is the President and CEO of The Joint Commission Enterprise. Previously, as President of Clinical Operations and Chief Medical Officer of HCA Healthcare, Perlin led clinicians, data scientists, and researchers in developing a learning health system model for improving care across 189 hospitals. His team’s work achieved national recognition for preventing elective pre-term deliveries, reducing maternal mortality, increasing sepsis survival, and developing public-private-academic partnerships for improving infection prevention and treating COVID. Before HCA, Dr. Perlin was Under Secretary for Health in the U.S. Department of Veterans Affairs (VA). He led VA to national prominence for clinical performance. An elected member of the National Academy of Medicine, he has co-chaired initiatives on digital health, combatting opioids, and climate change. He has served on numerous Boards and Commissions and holds faculty appointments at Vanderbilt University as Clinical Professor of Health Policy and at Virginia Commonwealth University as Adjunct Professor of Health Administration.



Juan Prandoni PhD, HSP
El Futuro

Dr. Juan Prandoni was born in Argentina and moved to North Carolina when he was 10. He received his Ph.D. in 2018 from UNC-Greensboro's Clinical Psychology Doctoral Program with a practice and research focus on understanding how Latine families navigate the process of immigration, acculturation, and family reunifications. He currently serves as a Clinical Psychologist and Training Director at El Futuro, a community mental health clinic providing bilingual therapy services to the Latine community in Durham, North Carolina. In addition to working directly with individual clients, Juan's work as Training Director is focused on developing and providing access to evidence-based practices in Latine mental health to uplift the capacity of providers across North Carolina to deliver best practices to the Latine community.



Yolo Akili Robinson
Black Emotional and Mental Health Collective

Yolo Akili Robinson is an Award-winning Writer, Healing justice worker, Yogi, and the Founder and Executive Director of BEAM (Black Emotional and Mental Health Collective). Yolo has worked primarily in three areas: Batterers intervention/family counseling with Black men and boys, HIV/AIDS, and healing justice/wellness. In 2018, Yolo was awarded the prestigious Robert Wood Johnson Foundation "Health Equity Award" for his work. He was also featured at the 2020 BET Awards as an "Empowerful Spotlight," highlighting his work facilitating the vision of BEAM. His writings and work have appeared on Shondaland, GQ, Women's Health, USA Today, Vice, BET, Huffington Post, Cassius, Ebony, Everyday Feminisms and more. He is the author of the social justice themed affirmation book, *"Dear Universe: Letters of Affirmation & Empowerment for All of Us"* (Michael Todd Books, 2016) and a contributor to Tarana Burke and Dr. Brené Brown's anthology on Black vulnerability and shame resilience, *"You are Your Best Thing"* (2021, Random House Books).



Denise V. Rodgers, MD, FAAFP
Rutgers University

Dr. Denise V. Rodgers is Vice Chancellor for Interprofessional Programs at Rutgers Biomedical and Health Sciences. She is also the Hunterdon Chair in Interprofessional Education at Rutgers-Robert Wood Johnson Medical School where she is a professor in the Department of Family Medicine and Community Health. Prior to these appointments, Dr. Rodgers served as the fifth and final president of the University of Medicine and Dentistry of New Jersey (UMDNJ) from January 1, 2012 to June 30, 2013. From 2006 to 2013, Dr. Rodgers led UMDNJ's academic and clinical operations as Executive Vice President. She served as UMDNJ Chief of Staff from

2005 to 2006. From 1997 to 2005, Dr. Rodgers was Senior Associate Dean for Community Health at the UMDNJ- Robert Wood Johnson Medical School.

Prior to moving to New Jersey, Dr. Rodgers was director of the UCSF- San Francisco General Hospital family medicine residency and vice chair of the UCSF Department of Family and Community Medicine. Dr. Rodgers has spent much of her career working with poor, minority and disadvantaged patients and communities. She is currently the principal investigator for the university-wide Rutgers Equity Alliance for Community Health initiative. She also chairs the steering committee for Believe in a Healthy Newark, and she chairs the board of directors for the Greater Newark Healthcare Coalition.

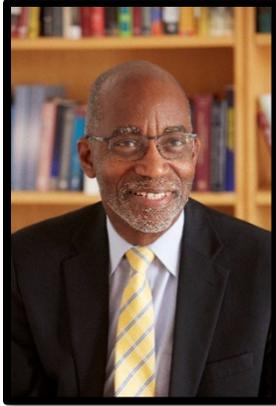


Chau Trinh-Shevrin, DrPH
NYU Grossman School of Medicine

Dr. Chau Trinh-Shevrin is a Professor in the Departments of Population Health and Medicine, as well as Director of the Division of Health and Behavior and Vice Chair for Research in the Department of Population Health at the NYU Grossman School of Medicine. For over 25 years, her research focuses on the rigorous development and evaluation of multi-level strategies to reduce health disparities and advance health equity.

Dr. Trinh-Shevrin is mPI of an NIH NIMHD U54 Specialized Center of Excellence on Minority Health and Health Disparities – the NYU Center for the Study of Asian American Health (CSAAH), an NIH NIEHS-funded NYU Collaborative Center in Children’s Environmental Health Research and Translation and a NIH NIA R24 Engagement in Longevity and Medicine (ELM) Research Collaborative. Trinh-Shevrin also led a CDC Prevention Research Center for over a decade and currently leads a CDC Cancer Prevention Research Network Center. Building on her expertise in community-based participatory research (CBPR) and longstanding relationships with national and local community partners, she is MPI of an NIH Community Engagement Alliance to End COVID-19 Disparities and associate director of Community Outreach and Engagement for the Perlmutter Cancer Center, an NCI-designated Comprehensive Cancer Center.

Dr. Trinh-Shevrin is dedicated to mentoring junior faculty and students in minority and health disparities research. She is involved in several NIH-funded research training and education programs and leads an NIA Academic Leadership Award to support mentored research opportunities in healthy aging and Alzheimer’s Disease health disparities research. Dr. Trinh-Shevrin is a member of the NIH Advisory Council on Minority Health and Health Disparities. Trinh-Shevrin earned her doctorate in public health from Columbia University and masters in health policy and management at the State University of New York at Albany. She has co-authored more than 150 peer-reviewed publications and is co-editor of three textbooks.



David R. Williams, PhD, MPH

Harvard T.H. Chan School of Public Health

Dr. Williams is the Norman Professor of Public Health and Chair, Department of Social and Behavioral Sciences, at the Harvard Chan School of Public Health. He is also a Professor of African and African American Studies at Harvard University. His prior faculty appointments were at Yale University and the University of Michigan. He is an internationally recognized authority on social influences on health. The author of more than 500 scientific papers, his research has enhanced our understanding of the ways in which race, socioeconomic status, stress, racism, health behavior, and religious involvement can affect health. The Everyday Discrimination Scale that he developed is

the most widely used measure of discrimination in health studies.

He has been elected to the National Academy of Medicine, the American Academy of Arts and Sciences, and the National Academy of Sciences. He has also been ranked as the Most Cited Black Scholar in the Social Sciences, worldwide. He has served on 10 committees for the National Academy of Medicine, including the committee that prepared the *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care* report. Dr. Williams has been involved in the development of health policy at the national level. He was also a key scientific advisor to the award-winning PBS film series, *Unnatural Causes: Is Inequality Making Us Sick?* Currently, he serves on the Board of Trustees of the Robert Wood Johnson Foundation and on the Kellogg Foundation's Solidarity Council on Racial Equity. He has been featured by some of the nation's top print and television news organizations and in his TED Talk.